

Enhancing employability skills valued by employers - Case of Albania

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Abstract

Hard skills and soft skills are the best assets of employees to prepare themselves to retain in the job market and overcome competition in the labor market. It is important for all employees in privat sector, public ones and nonprofit organizations to have hard and soft skills. Nowadays in Albania it is certainly a topic that should receive great attention because there is a great gap between degree and competence. The purpose of this paper is to identify the impact hard skills and soft skills on being employable. The focus was to study the contribution of skills like education, trainings, communication, problem solving, team working, numeracy, having self-management and self-confidence, having the ability to work under pressure and on deadlines, having organizational skill and IT knowledge. To determine skills that employers are looking for. What should be done to and what should be changed to be part of the workforce. By using SPSS version 23, it was done the statistical analysis, where a questionnaire was conducted to the different employers, private or state one's in Albania. They were asked different questions regarding the employee's skills they are looking for. What are most important skills that they consider when they are employing employees. Based on the statistical analyzes, the results of the study showed that hard skills and soft skills have positive impact on being employable, but it results that soft skills are having greater impact nowadays.

Keywords: employability skills, skill gap, skill mismatch, hard skills, soft skills, degree.

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